

Investing in Impact: Workforce Training and Work-Based Learning

Presented to the Legislative Finance Committee

Tracy Hartzler, CNM President

Wednesday, June 25, 2025



Economic Development Goals and Workforce Needs

Talent Pipeline for High-Demand Sectors

- Supports key sectors identified by Governor Lujan Grisham, WIOA 2024-2027 State Combined Plan, and Albuquerque Regional Economic Alliance (AREA), including aerospace, bioscience, cybersecurity, renewable energy, digital media, healthcare and manufacturing.
- Prepares a skilled workforce for local employers, and companies looking to relocate or expand in the Albuquerque region with industry-driven training solutions and short-term credentials.
- Addresses regional workforce shortages by **directly** connecting learners to in-demand career and employment opportunities with internships and apprenticeships.
- Compliments and aligns with other workforce funding sources, including employer and tax incentives, JTIP, Job Training Albuquerque (JTA), to meet local and statewide talent needs.

Historic Investment in CNM

\$11.8M in NM Higher Education Department (HED) Funding* FY24-FY26

- Significant and unprecedented state investment in higher education for workforce training and work-based learning
- Unlocks flexibility and responsiveness
- Direct impact on diverse learners and workforce needs

*CNM Ingenuity also received \$500,000 special appropriation from the state in June 2023. That funding supported three of Ingenuity's key short-term workforce programs: Deep Dive bootcamps, Electric Lineworker Training, and CDL.

CNM's \$11.8M HED Funding Allocation

Funding Streams for Workforce Training and Work-based Learning

Supplemental Work-Study Program Funds for High-Demand Fields (HED-1)

- Statewide appropriation - \$20M reauthorized for FY24-FY25
- CNM awarded \$5M in January 2024 through September 30, 2025

Government Results and Opportunity (GRO) Program Funds (HED-2)

- Statewide appropriation - \$60M over three-year period (FY25-FY27)
- CNM awarded \$6.8M in October 2024 for FY25 (through June 30, 2025)
- Awaiting notification of \$6.8M funding allocation for FY26 that begins July 1, 2025



Responsive Programming Expansion

CNM Ingenuity, Inc.

Adapting Quickly to Meet Evolving Workforce and Learner Needs

- Increased program options aligned to workforce trends
- Accelerated program development through College-wide Integrated Program Review (CIPR)
- Focus on adult learners and upskill/reskill opportunities – lifelong learning strategies
- **2,592 total learners*** received scholarships for workforce training programs and courses resulting in industry-recognized credentials or endorsements

*Duplicated headcount



CNM Ingenuity bootcamp trainer Edward (EJ) Ishman aligning a laser for a Quantum Cryptography experiment.

Top Workforce Training Programs

TECHNOLOGY

- Deep Dive Fullstack Web Development
- Deep Dive Java+Android Software Development
- Deep Dive Data Science
- Deep Dive Digital Media
- Deep Dive Internet of Things (IoT)
- Deep Dive UX/UI Design
- IT Professional Series (CompTIA A+ Hardware, A+ Software, Network+, Security+)
- Web 3/Digital Twin
- LPI Linux Essentials

QUANTUM TECHNOLOGY

- Quantum Technician Bootcamp

CONSTRUCTION, TRADES & UTILITIES

- Electric Lineworker
- OSHA 10 - Construction & General Industry

TRANSPORTATION

- CDL Class A and Class B
- Airframe & Powerplant Prep
- Electric Vehicle Safety Foundations

MANUFACTURING

- NM MEP Lean Essentials (Principles of Manufacturing)

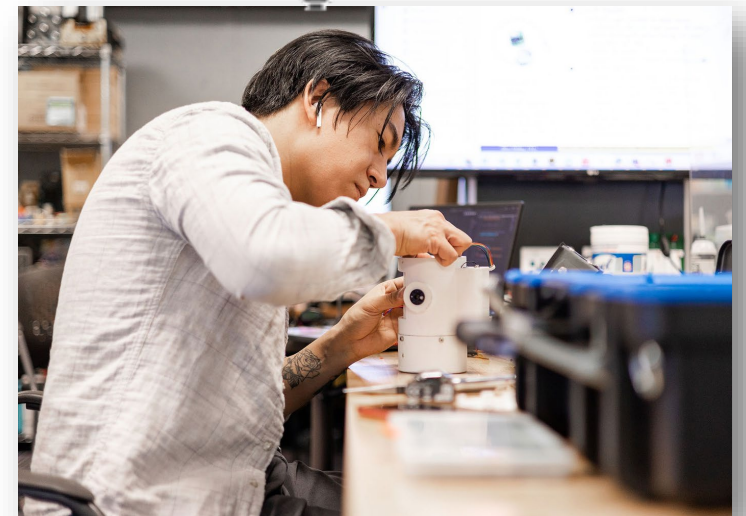
HEALTHCARE

- ENDT Board Exam Prep
- Flexible Endoscope Reprocessing
- AHA Basic Life Support (CPR) for Health Care Providers

LEADERSHIP & BUSINESS MANAGEMENT

- Leadership Academy
- Salesforce Administrator
- Service Now System Administrator

CNM In9enuity, Inc.



Mauricio Villa works on a smart parking sensor during the IoT bootcamp.

Learner Success – HED-1 \$5M Funding Stream

CNM In^genuity, Inc.

Learner's Status	# of Courses	%
Complete	798	57%
In Progress	115	17%
Incomplete	55	2%
No Show	*	-
Total	969	100%

*Number too low to report.

HED 1 Completion Status (n=798)	Learners	%
Status Known (responded to survey) and Completed Class/Program	585	
Known Unemployed - Not seeking employment and/or continuing education	24	4%
Known Unemployed – Seeking employment	133	23%
Known Employed	428	73%
• Employed with a company/organization	395	92%
• Contract Position	*	1%
• Self Employed	28	7%
Employment related to Class/Program (n=449)	339	76%



Learner Success – HED-1 \$5M Funding Stream

CNM In^genuity, Inc.

	Learners	Average Interval	% of Learners Reporting Wages At or Above Average Interval
Total Learners Reporting Status as Employed	428		
Total Number of Learners Reporting Wages	251		
• Learners Reporting Hourly Wages	156	\$20 to \$24.99	81% of those reporting hourly
• Learners Reporting Yearly Salary	95	\$60,000 to \$69,999	60% of those reporting salary



Learner Success – HED-2 \$6.8M Funding Stream (GRO)

CNM In^genuity, Inc.

Learner's Status	# of Courses	%
Complete	608*	40%
In Progress	830	55%
Incomplete	42	3%
No Show	26	2%
Total	1,506	100%

*As of June 1, 2025

**Number too low to report.

HED 2 Completion Status (n=608)	Learners	%
Status Known (responded to survey) and Completed Class/Program	203	100%
Known Unemployed - Not seeking employment and/or continuing education	**	
Known Unemployed – Seeking employment	38	19%
Known Employed	160	79%
• Employed with a company/organization	121	76%
• Contract Position	**	
• Self Employed	34	21%
Employment related to Class/Program (n=146)	114	78%



Learner Success – HED-2 \$6.8M Funding Stream (GRO)

CNM In^genuity, Inc.

	Learners	Average Interval	% of Learners Reporting Wages At or Above Average Interval
Total Learners Reporting Status as Employed	160		
Total Number of Learners Reporting Wages	72		
• Learners Reporting Hourly Wages	47	\$25 to \$29.99	53% of those reporting hourly
• Learners Reporting Yearly Salary	25	\$70,000 to \$79,999	48% of those reporting salary



Learner Highlight - Julian Mathias

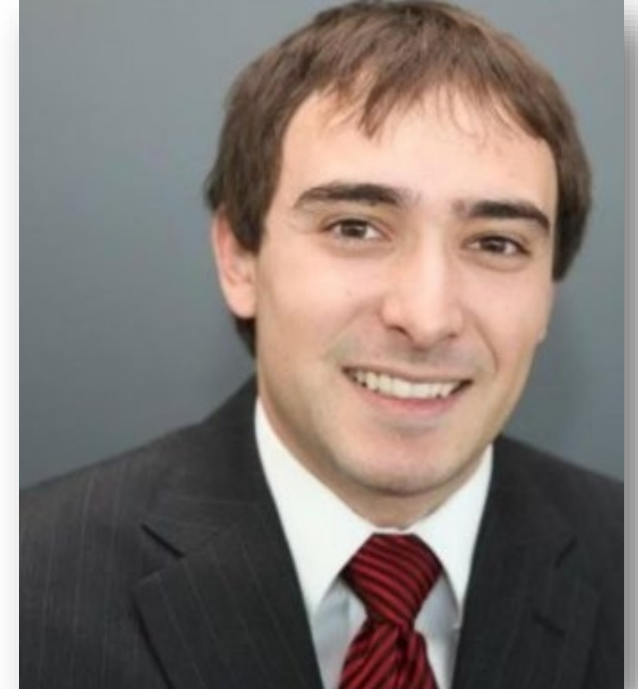
Workforce Training and Work-Based Learning Awardee

Internet of Things (IoT) Cohort - December 2024

I believe in the **success of this program**--not just to teach coding and rapid prototyping, but to change lives and learn to think critically.

I am working at GridFlow, thanks to a CNM scholarship. Without the Deep Dive program and the support of WCS internship partnerships, I would not have been offered an internship at Gridflow.

The program not only provided a path for me to get there, but also **provided skills and training** I use on a daily basis--whether that's soldering pumps or measuring materials for a battery build. I owe everything to the amazing, and in my opinion unmatched instructors, in the Deep Dive course.



Paid Internships: A Game Changer

Internship Expansion

- Internships across schools, industries, and career paths – **254 interns**
- Shifted away from unpaid internships – **Overall, 95% CNM's internships are paid**
- Alignment with National Association of Colleges & Employers (NACE) position statement - #UnpaidIsUnfair

“It has been a wonderful experience to use what I have learned while also expanding my knowledge and curiosity further. I now feel confident that I can use the skills that I have learned to work both independently and with the team around me.”
– Tanya, Biotech Intern

Internships – Completion and Employment

- **254 Interns Total** – Both HED funding streams
- 82 Interns Added in June 2025 (Not included below)
- **NOTE:** 76 completed internships (Most in process of completing program/degree)

Intern's Status	HED 1 Interns	%	HED 2 Interns	%
Completed Internship	76	51%	4	17%
In Progress	57	39%	18	81%
Started and did not finish	16	10%	1	4%
Total	149	100%	23	100%

Completion Status (N=54)	HED 1 Interns	%	HED 2 Interns	%
Status Known (responded to survey) and Completed Internship	51	100%	3	100%
Known Unemployed	13	25%	0	0
Known Employed	38	75%	3	100%
Total Number of Interns Reporting Wages (Average Wage = \$20.90)	33	87%	3	100%
Employment related to Class/Program	38	100%	3	100%



Internships - Employer Partnerships

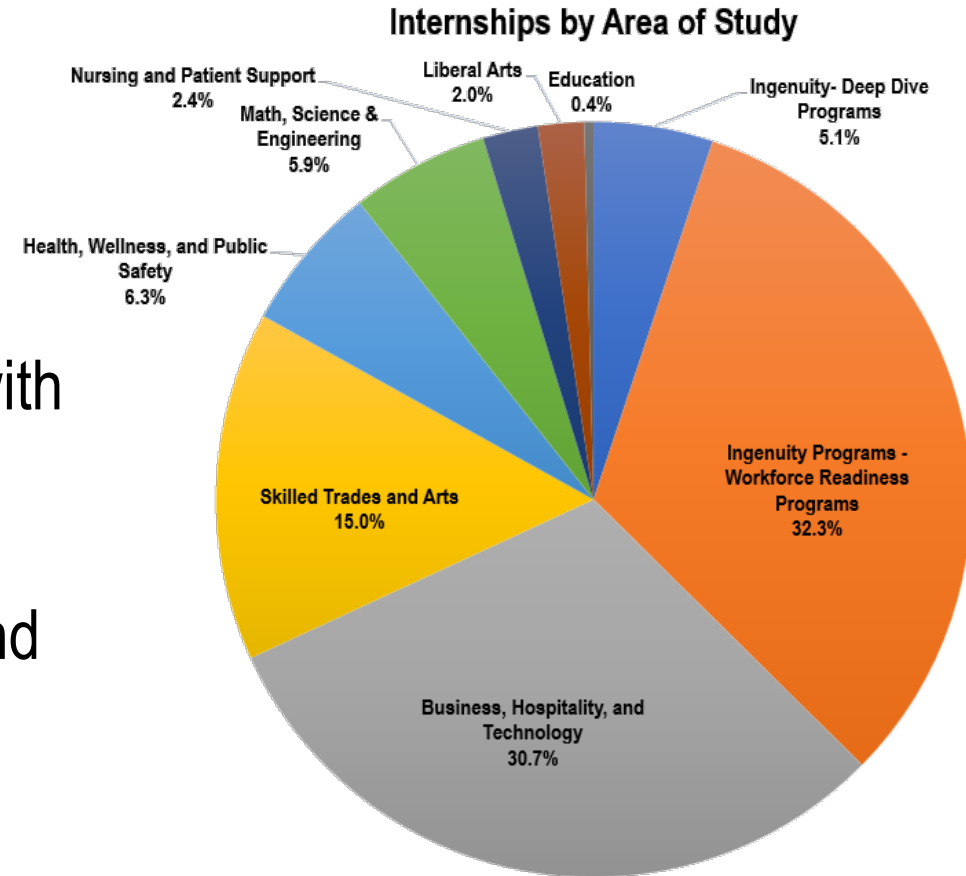
- **84 active employer contracts** for HED funding with 254 internship placements
- Increase in partnerships/contracts contributed to the rise of employers reporting participation in work-based learning opportunities in CNM annual employer survey – **increase to 35%** from 25% in 2024
- Feedback from survey:
 - "I am thankful for the program. It exceeded our needs and expectations by connecting us with a very strong, motivated professional."
 - "Process was smooth, easy to navigate. CNM was helpful and answered all questions in timely manner."

"SWI chose to work with CNM because we believe CNM provides ample opportunities for professional growth and development, supportive and collaborative environment, dedicated staff who truly care about student success, engaging curriculum, opportunities for professional development, and a strong sense of community."

**– Shawn Hughes
Southwest Ironwork, Inc.**

Internships – Employer partnerships

- Internship placements with:
 - **44% private companies and non-profit organizations** (Majority small to medium sized businesses)
 - **56% government**, including partnerships with City of Albuquerque and Bernalillo County
 - Internships aligned with in-demand areas; business/tech, skilled trades, healthcare, and workforce readiness-building employer-requested durable skills.



Partnership Highlight: Bernalillo County

Partnering for Workforce Readiness

- 80 interns currently placed for summer internship program that builds on Bernalillo County's existing program
- Workforce readiness training through Ingenuity – aligned with National Association of Colleges & Employers (NACE) core career competencies and employer-identified skills from surveys, advisory councils, and industry input
- Internships provide real world application of employability skills and exploration of various career paths in partnership with local employers



CNM In^genuity, Inc.

Customized Training

Flexible, Tailored Training Solutions

- Collaborate directly with employers to design and deliver programs that fit an organization's exact needs
- **64 contract trainings** in FY25, funded by employers
- **1,409 employees/learners** upskilled/reskilled in FY25
- Wide-range subject matter including leadership, customer service, finance, manufacturing, healthcare, and trades
- Aligned with workforce development programs including Job Training Albuquerque and apprenticeship pathways



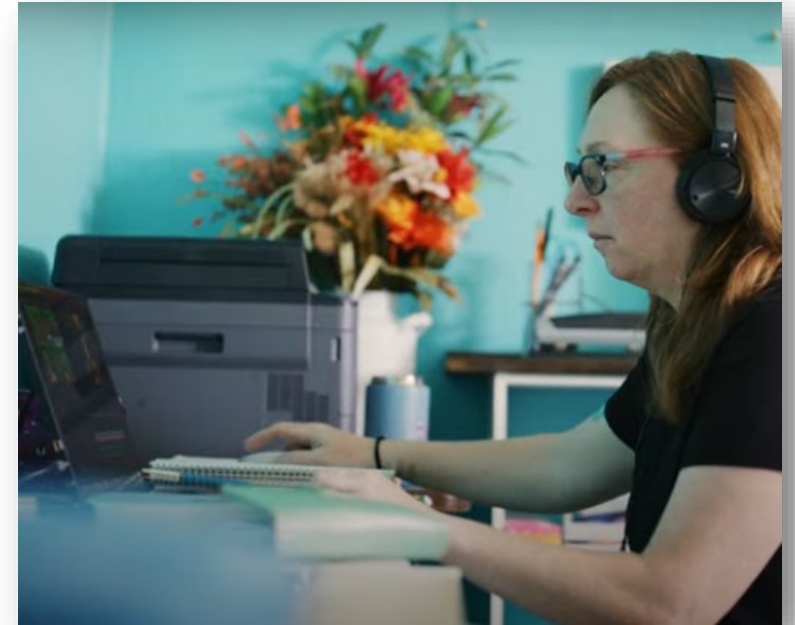
Contract training for General Mills technicians in Albuquerque.

Plans for \$6.8M in FY26 (July 1, 2025 – June 30, 2026)

Growth and Targets

Workforce Training and Work-Based Learning

- Workforce training goal – **2,880 learners** in **65 programs**
- New accelerated program creation for **manufacturing and health and wellness** – First learners completing by September 2025, STEP Center Q1 2026
- Expand internships by 30% – **325 internships**, including microinternships
 - Microinternships offer flexible, short-term opportunities (25-30 hours projects with local employers) for working students-ideal for those who cannot commit to 3-6 month internship
 - Experiences will focus on areas including business, tech, and similar fields that offer short-term, remote project-based work opportunities



Melissa Lux, Senior Editor and Former Intern at Katharsis Media

Funding Proposal for 2026 Legislative Session

- Funding for HED Workforce Training Funding ends in FY27.
- Successful outcomes in terms of job attainment, wages and ROI have been continuously demonstrated.
- NMICC seeks a permanent funding stream for Workforce Training.
- Would like to work with HED and LFC on legislation to create a new trust fund for workforce training or modify existing Opportunity Scholarship Fund to allow for workforce training.
- \$400 million for new workforce training fund could ultimately generate over \$20 million annually statewide.
- Funds can be diverted from funds otherwise going to STPF annually until fund reaches desired level.
- Alternatives includes new endowment fund at each college and university with matching funds by HEIs, or building on existing opportunity scholarship fund as noted above.

Why State Funding Matters

Investing in What is Working

- Enables fast pivots and innovative programs that deliver measurable outcomes tied to learner progress and employment and wage data
- Provides strategy and support for short- and long-term talent needs in key industries
- State funding complements restrictive federal dollars (e.g., WIOA) and other funding sources for training
- Continued HED funding = scalable success



Questions?

Thank you!



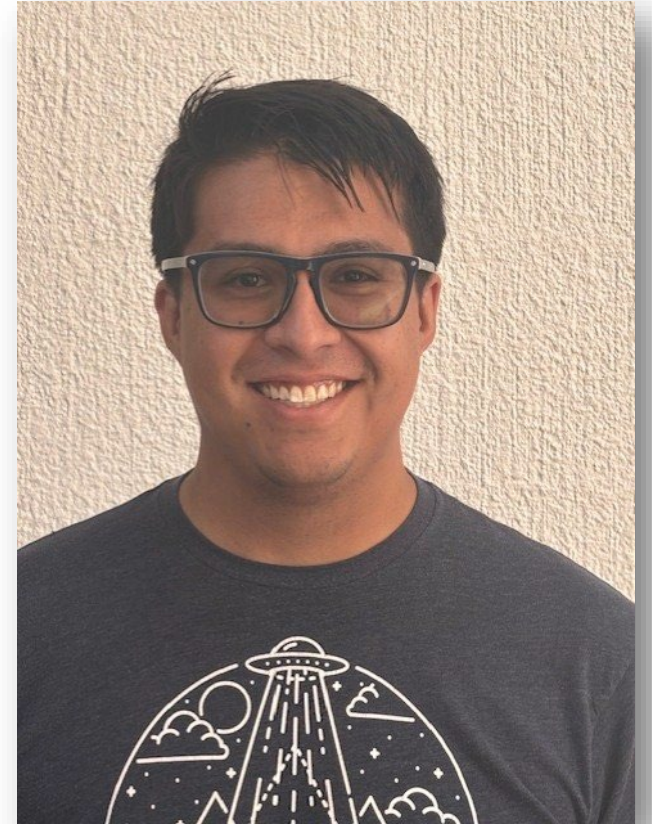
Appendix



CNM Ingenuity Learner Highlight - Andrew

Workforce Training – Digital Media Bootcamp, Sept. 25

During my time in the bootcamp I did a few projects providing some social media promotional videos for a local musician and another for a local artist, as well as a tv commercial for a guitar store. Since my graduation, I've come back to the bootcamp as a mentor for the newest cohort. I've utilized the skills I learned to promote my own projects, and I'm now launching my own media company to provide digital media services to local/up and coming artists, businesses, and events.



CNM Internship Highlight - Amber

CNM Human Services Student - Internship with City of Albuquerque, Albuquerque Community Safety (ACS)

As of right now, my goals are to earn my bachelor's in social work and to study public policy law in graduate school. I aspire to use my lived experience as a survivor of human trafficking and the knowledge I gain by studying social work and interning at ACS to help create systemic change through policy reform.

While my aspirations are to create reform federally, I am currently inspired to seek work with the City of Albuquerque while I continue my educational journey. I would also like to create my own non-profit organization that creates pathways for human trafficking survivors to become certified peer support workers, leaders, and educators for the cause.

CNM Employer Partner Highlight - Internships

Sergey A. Dryga, PhD, MBA, CEO/Founder of Q Biotech Corp.

Q Biotech Corp hosted two interns, Biotechnology students, in the Fall semester 2024.

“We found that the Biotechnology program provides a solid foundation for future employment of the students. Even early in the program, the students have learned basic laboratory skills and safety rules, and were ready to join our R&D team. While we hope that we have taught them additional skills in the practical biotech laboratory, the students are already contributing to our effort and performing experiments in the lab.

We are very happy with the quality of preparation and eagerness of the students to learn, and we have extended their internship for the Spring 2025 semester and hope they will continue working at Q Biotech Corp after that.”

Investing in Impact: 1.745M for Workforce Training, Internships, and Apprenticeships

Dr. Maureen Murphy, Interim Vice President of Workforce and Economic Development

San Juan College

Monday, June 16th, 2025

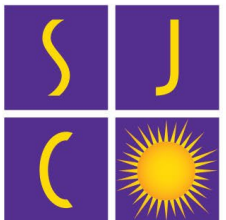


SAN JUAN COLLEGE
Success Matters

Purpose

“For New Mexico community colleges and regional universities to pay up to the full cost of student tuition and fees for workforce training courses not eligible for other financial aid and that result in an industry-recognized credential or endorsement. This funding may also be used to subsidize costs of students involved in apprenticeships or internships. Higher education institutions shall submit an implementation plan to the higher education department prior to receipt of funding and include identification of the types of certificates or credentials offered and the employers and industries eligible for internship and apprenticeship support.”

- House Bill 2 (HB2)



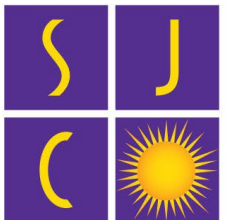
SAN JUAN COLLEGE
Success Matters

Background

- Funding of \$60 million over three years was appropriated during the 56th Legislature.
 - Approved by Governor Michelle Lujan Grisham for FY 2025 and 2027.
- NM HED determined that the courses primarily impacted by this language are non-credit courses, which lead to an industry-recognized credential or endorsement.

Strategies to Success!

- Upgrade Curriculum of Existing Training Programs
- New Program Development
 - New Industry Curriculum
 - New Customized Training Curriculum
- Enhance Visibility
- Enhance Brand Awareness
- Connect with Employers



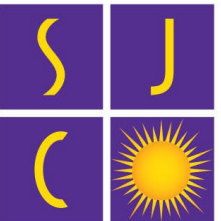
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The Hows

- Department Realignment
- Units focused on
 - Workforce Development Programs, and
 - Employer Engagement
- Additional Staff
- Extensive Data Collection and Performance Reporting

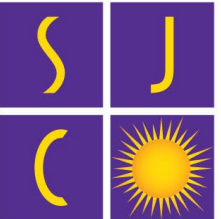
Budget

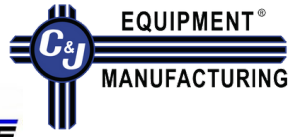
Personnel + Fringe Benefit	#	\$ 375,300
Project Coordinator	1	\$ 55,000 + \$19,250
Industry Liaison	3	\$135,000 + 47,250 (\$ 45,000 + \$ 15,750 x 3)
Data Analyst	1	\$ 50,000 + 17,500
Administrative Assistant I	1	\$ 38,000 + 13,300
Other	#	\$ 1,344,710
Programs	235	\$ 504,710
Apprenticeships	49	\$ 735,000
Professional Development		\$ 5,000
Curriculum Development		\$ 100,000



Training Programs

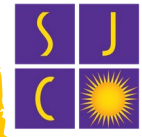
	Completed:	Dropped:	In Progress:	Scheduled for a Later Date:	Waiting for the Next Class Date:	Total:
Heavy Equipment Operator	19	7	13	9	0	48
CDL	1	0	0	0	0	1
Medical Assisting	0	0	10	0	0	10
CompTIA	1	1	0	0	1	3
SHRM	8	0	0	0	0	8
Project Management	4	1	0	0	0	5
CREW-Level 1	0	1	4	0	0	5
Total:	33	10	27	9	1	80





100 +
EXPERIENTIAL LEARNING SITES

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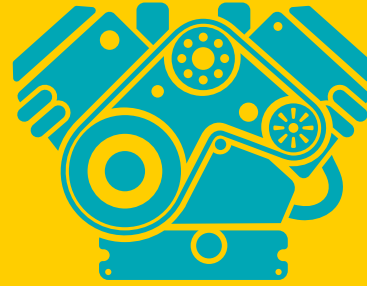


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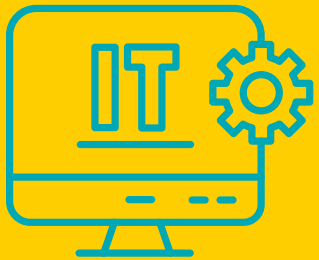




Auto Mechanic



Diesel Mechanic



Computer Support



Medical Assistant



Commercial Driver

State Registered Apprenticeship Programs

Wage support for apprentice employers



SUPPLEMENTAL WORK STUDY FUNDING

January 2023-June 2025

100 Placements **(\$)** **759,600**

GRO FUNDING

July 2024-June 2025

243 Placements **(\$)** **693,550**



FY25 NMGRO Workforce Student Data

As of June 10, 2025, **350 Non-credit students earned 776** Industry-Recognized Certifications, Microcredentials, or SFCC Certificates of Completion.

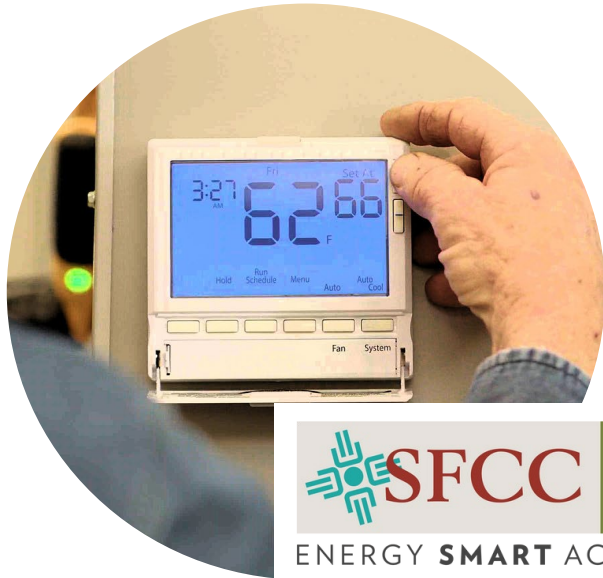
29 participated in internships, pre-apprenticeships, & apprenticeships.

Fast Facts about SFCC Non-Credit Students (**Bolded data shows highest % of Non-Credit SFCC Students**)

- AGE: 13% 16 to 24; **74% 25 to 54**; 13% 55+
- ETHNICITY: **42% Hispanic or Latino**; 34% White; 20% Native American; 2% Asian or African American; 2% N/A
- PREVIOUS ED: 2% some HS, but no diploma; 19% HS Diploma or Equivalent; **31% some college/no degree**; 21% College Certificate or AA; 27% with BA or higher
- WORK STATUS: **82% Employed**; 16% Unemployed; (10% of Employed Workers had 2 or more jobs)
- ANNUAL SALARY: **60% earn less than \$50,000** (20% of these earners make less than \$30,000); 40% earn more \$50,000+



Partnerships for Success



Upskilling for HVAC Technicians

11 students earned **Cold Climate Air Source Heat Pump (ccASHP) certification** applying design, installation, and maintenance for Mini-Split systems. Current trades professionals earned 8 CEUs for NM state licensure.



New Skills for Emerging Broadband Industry workers
SFCC trained 110 students in **employer-driven specialized training** for Certified Fiber Optic Technicians. Employers include: JNet (Jemez), Penasco Valley Telecom (Artesia), Sacred Wind Communications (Yatahey) and more. In partnership with NMDWS BECA program SFCC will offer a pre-apprenticeship program starting August 2025.



Supporting On-the-Job Experience for Early Childhood Educators

22 students participated in **paid learning experiences** in early childhood centers at Turquoise Trail Charter School, PMS Head, Temple Beth Shalom & Santa Fe Public Schools. 17 have been employed. *"Without the financial aid and stipend, I would not be able to go to school at all, it was something too expensive."* - APRENDE apprentice

Workforce Data 2024-2025

Number of Students Enrolled by Month (In-Person Training)	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Total Students	Notes
Food Safety Management (High Demand)	13	4	0	8	5	0	10	10	8			0	58	
Forklift Safety	0	0	0	10	0	0	0	0	0	0	0	0	20	
CPR	0	38	28	12	0	0	27	44	0	0	38	21	208	
CDL (High Demand)	0	18	22	28	11	0	22	22	18	13	22	24	200	CCC brought program back in August 2025.
Cosmetology	0	0	0	0	11	0	0	0	0	0	0	4	15	Number represents students taking additional industry-based certifications on non-credit side
EMS Instructor	0	0	0	0	0	0	0	0	0	0	7	0	7	
Registered Behavior Technician (High Demand)	0	0	0	0	0	0	0	0	0	0	0	0	0	Program scheduled to begin in Summer 2025
Correctional Officer	0	0	0	0	0	0	0	0	0	0	0	0	0	Program scheduled to begin in Summer 2025
Grand Total													508	Includes students in other programs not listed here

CDL Testimonial

I chose to get my CDL because I've always had a passion for driving, but more importantly, I needed a way to build a stable life for myself and my wife as we go through the long and emotional immigration process. Getting my CDL wasn't just about a job; it was about creating a future. Now, I'm in the process of buying a home, something that has been a lifelong dream of mine. None of this would have been possible without the CDL program.

Right after graduation, CCC hosted a job fair where I was blessed to find the opportunity that started my career. But what made the biggest difference was the support I received from Elizabeth Chavez, the Director of the CDL program. She helped me navigate the stress and uncertainty around funding and believed in me even when I was overwhelmed. Her help gave me the strength to push through and reach my goals. This program didn't just change my career it changed my life.

I'm truly grateful for everything this program has done for me and for the chance to share my journey.



Clovis Community College™



FIRE CADET ACADEMY

The first year of the partnership with Carlsbad Fire Department produced six graduates from their Cadet Academy. Hosted at SENMC and taught by Carlsbad Fire and SENMC instructors, it allowed cadets to accelerate their timeline and complete their initial training in only eight months. Five are now employed at Carlsbad Fire Department and one at Artesia Fire Department.

RAD CON PROGRAM

Our Radiological Control Technology (RCT) program provided over 200 hours of training for Jr. RCT workers preparing for advancement into new positions at the Waste Isolation Pilot Plant located in Eddy County. The first class open to the public that will be supported by workforce funding is currently accepting applications.



CDL PROGRAM

The SENMC and Phoenix Truck Driving School partnership graduated 25 students in the past year with 5 currently enrolled in the program in Carlsbad. Our new partnership with Artesia Truck Driving School started in January 2025 and has already resulted in 15 adult graduates, with 12 now employed in positions that require a CDL.





Creating Workforce Opportunities for You!!

Automotive Collision Repair
Automotive Technology
Basic Life Support/First Aid/ CPR
Commercial Driver's License

Heavy Equipment
New Mexico Earth Builders Guild
Wildfire and Land Restoration
Welding AWS

